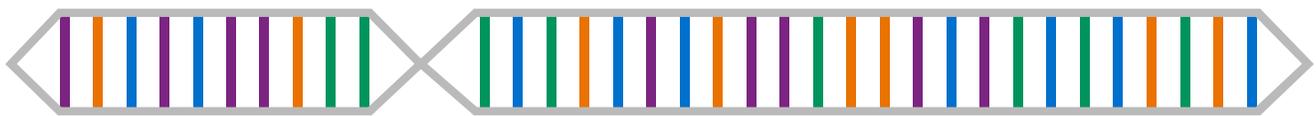


Your CliftonStrengths® 34 Results

You are uniquely powerful. Your distinct CliftonStrengths 34 profile sets you apart from everyone else. This is your talent DNA, shown in rank order based on your responses to the assessment.

Use this report to make the most of your strongest CliftonStrengths themes, navigate the rest and maximize your infinite potential:

- **Read and reflect on your results** to understand what you naturally do best.
- **Learn how to apply** your strongest CliftonStrengths every day.
- **Share your results with others** to create stronger relationships and improve teamwork.



STRENGTHEN

- 1. **Consistency**
- 2. **Significance**
- 3. **Positivity**
- 4. **Responsibility**
- 5. **Developer**
- 6. Belief
- 7. Arranger
- 8. Activator
- 9. Futuristic
- 10. Strategic

NAVIGATE

- 11. Context
- 12. Relator
- 13. Analytical
- 14. Command
- 15. Connectedness
- 16. Focus
- 17. Harmony
- 18. Competition
- 19. Achiever
- 20. Discipline
- 21. Ideation
- 22. Self-Assurance
- 23. Communication
- 24. Deliberative
- 25. Adaptability
- 26. Restorative
- 27. Intellection
- 28. Individualization
- 29. Input
- 30. Empathy
- 31. Maximizer
- 32. Learner
- 33. Woo
- 34. Includer

You lead with **Executing** CliftonStrengths themes.

EXECUTING themes help you make things happen.

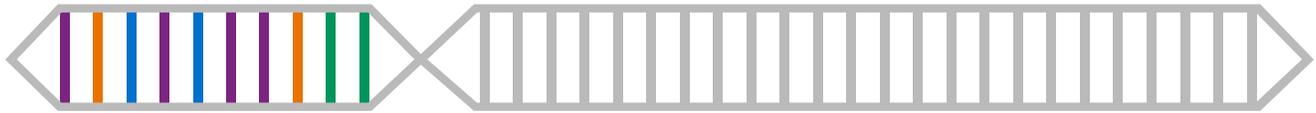
INFLUENCING themes help you take charge, speak up and make sure others are heard.

RELATIONSHIP BUILDING themes help you build strong relationships that hold a team together.

STRATEGIC THINKING themes help you absorb and analyze information that informs better decisions.

READ "IDENTIFY YOUR UNIQUE CONTRIBUTION: THE CLIFTONSTRENGTHS DOMAINS" SECTION TO [LEARN MORE](#)

Unleash Your Infinite Potential: Your Strongest CliftonStrengths®



- 1. **Consistency**
- 2. **Significance**
- 3. **Positivity**
- 4. **Responsibility**
- 5. **Developer**
- 6. Belief
- 7. Arranger
- 8. Activator
- 9. Futuristic
- 10. Strategic

The CliftonStrengths at the top of your profile are the most powerful.

These themes represent how you are uniquely talented. They are the starting point for living your strongest life possible.

Develop these CliftonStrengths to maximize your potential

Your greatest chance to succeed — at work or anywhere else — lies in strengthening what you naturally do best and doing more of it.

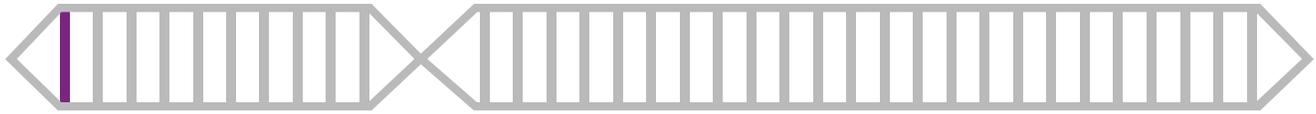
Start with your top five.

They are your most powerful natural talents.

1. **Read everything about your top CliftonStrengths.** To make the most of your talents, you first need to understand them and how to describe them to others.
2. **Reflect on who you are.** Think about your experiences, your motivations and how you see yourself. Then, consider how your CliftonStrengths shape you: what you do, how you do it and why.
3. **Use these CliftonStrengths every day.** Start with the suggestions in this report for applying your most powerful CliftonStrengths.
4. **Watch out for blind spots.** Sometimes how you exhibit your strongest CliftonStrengths can cause unintended negative misperceptions. Read the "What Is a Weakness?" section to learn more about preventing your strongest CliftonStrengths from getting in your way.

Then focus on your CliftonStrengths 6-10.

Apply the same strategies to make the most of your next five CliftonStrengths. You will excel and become the absolute best version of yourself when you take a strengths-based approach to your life. Do more of what you do best, and you'll feel more engaged, empowered and energized.

**EXECUTING**

1. Consistency®

HOW YOU CAN THRIVE

You are keenly aware of the need to treat people the same. You crave stable routines and clear rules and procedures that everyone can follow.

WHY YOUR CONSISTENCY IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

Driven by your talents, you might put forth a lot of effort to design step-by-step procedures for handling repetitious tasks. Maybe you expect everyone to follow these rules once they are put in place. When you make a habit of using these processes, you may reach some goals a bit more quickly, reduce certain kinds of errors, or avoid missing particular deadlines.

Instinctively, you may gravitate to certain types of positions in which you must produce outcomes that are free of mistakes, miscalculations, or misspellings. Perhaps you invent processes, procedures, or rules that support the people who are expected to do the same job correctly each hour, day, week, month, or year. A few of your systems ensure that specific parts of a project are done properly regardless of who is on duty, what day of the week it is, or what time of the day it is. Simply put: You might expect everyone working on a job to follow the steps you have mapped for them.

Because of your strengths, you sometimes say, matter-of-factly, that you work to earn a living. You may have fewer emotional ties to your job than some people do. As a result, you might be able to help others objectively look at the facts about their positions, pay, coworkers, employers, or workplace issues. Maybe you prefer to associate with individuals who can prove to people they have more in common than they first think. Perhaps you favor the company of those who avoid conflict or refrain from spreading rumors.

It's very likely that you periodically reject impractical rules, processes, schedules, itineraries, or agendas. To some degree, you see yourself as a realist. Thus, you might opt to do what works and avoid razzle-dazzle action plans — that is, showy, complex, or confusing maneuvers. Perhaps your straightforward and easy-to-follow steps, requirements, or due dates provide individuals who perform certain types of tasks with an equal opportunity to succeed.

By nature, you thrive in settings where you can accomplish things. Of course, you have your own step-by-step way of performing repetitious tasks. As long as you can stick to your preferred plan of action, you usually enjoy handling the details and deadlines related to jobs, chores, projects, hobbies, assignments, or errands.

WHY YOU SUCCEED USING CONSISTENCY

You can easily and quickly make judgments and create systems that are fair to everyone. As a result, others know what to expect from you.

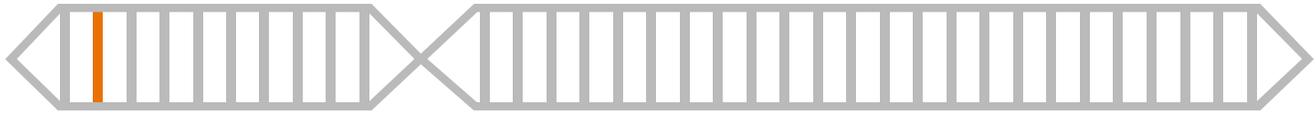
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Create fair systems to establish and build trust.

- Look for opportunities at work or in your community to help disadvantaged people get the platform they need to show their true potential. Your talent to quickly and easily make judgments that are fair to everyone helps ensure equality.
- Always stand up for what you believe, even in the face of strong resistance. Others will appreciate your commitment to consistency between what you promise and what you deliver.
- Create simple rules and boundaries that help people know what is expected and how they need to operate in ambiguous situations. Your talent for making things fair and equal creates stability and clarity.
- Cultivate a reputation for being the conscience of the groups you belong to. Make sure that those who truly perform well get the respect they deserve.
- Use your Consistency talents when you have to give someone unpleasant news. You are good at helping others understand the rationale behind difficult decisions, which will make the news easier on them — and you.

WATCH OUT FOR BLIND SPOTS

- You are so committed to treating each person the same that you might forget that no two people are alike. Remember that different things motivate different people, and everyone has their own way of thinking and relating to others.
- You may see yourself as a guardian of what is right and a champion against special treatment. Realize that others may reject you for assuming that responsibility and will want to bend the rules for the greater good.

**INFLUENCING**

2. Significance®

HOW YOU CAN THRIVE

You want to make a big impact. You are independent and prioritize projects based on how much influence they will have on your organization or people around you.

WHY YOUR SIGNIFICANCE IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

Because of your strengths, you urge and prod people to settle for nothing less than great accomplishments. You have a reputation for drawing out individuals' finest work. When timid or risk-adverse people rise to your standards of excellence, you know they would not have performed as brilliantly if you had not been there to influence them.

Driven by your talents, you invest a lot of time, effort, and energy in winning followers. You probably aspire to leadership roles. You already realize the backing of loyal individuals is essential.

It's very likely that you are sometimes quite industrious. You might work diligently to produce good outcomes. Perhaps you are motivated by a desire for personal or professional advancement.

Chances are good that you are a solo performer who wants to do important work. You usually engage in activities that set you apart from the vast majority of human beings. You probably dedicate a lot of your time, effort, and energy to these pursuits.

Instinctively, you take charge of your future. You are determined to shape it as you wish. You probably spend a lot of time thinking about your goals. You are driven to create the experiences you desire. You tend to agree with the notion "If you can think it, you can make it happen."

WHY YOU SUCCEED USING SIGNIFICANCE

You want to do important work and are determined to make a difference. You want others to respect you for your significant contribution and willingness to work hard to achieve success.

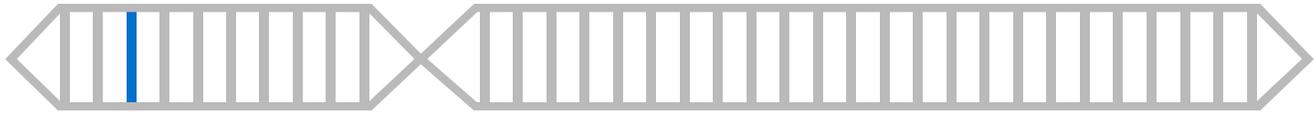
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Look for opportunities to do important work where you can help others raise the bar.

- Imagine the legacy you want to leave. Picture yourself in the future. When you look back on your life, what will you have done to make the world a better place?
- Make a list of the goals, achievements and qualifications you want to accomplish, and put them where you will see them every day. Use this list to inspire yourself.
- Tell the important people in your life how valuable their feedback and support are to you. You need appreciation and affirmation, and their words can motivate you.
- Stay focused on performance. Your strong Significance theme compels you to set outstanding goals.
- Write down your strengths, and refer to them often. Reminding yourself what you do best gives you the confidence to rebound when you don't get the feedback you need.

WATCH OUT FOR BLIND SPOTS

- Because of your strong Significance talents, people might perceive you as overly concerned about your reputation and success. Acknowledge that you will need to earn the respect of others through your actions and contributions.
- Sometimes you might mask your vulnerability or come across as overly controlled, and this can make it difficult for others to know how to support you. Consider the value of making others feel important by letting them know when you need help.

**RELATIONSHIP BUILDING**

3. Positivity®

HOW YOU CAN THRIVE

You have contagious enthusiasm. You are upbeat and can get others excited about what they are going to do.

WHY YOUR POSITIVITY IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

By nature, you might feel comfortable with regulations or procedures when they are uniformly applied. Perhaps you are more enthusiastic about your studies, job, or life in general when everyone is given the same advantages or required to deal with the same limitations.

Driven by your talents, you may be happier with your life when you pause to savor your accomplishments at the moment they occur. Immediately celebrating a success sometimes means more to you than waiting days, weeks, or even months for a formal awards celebration.

It's very likely that you might feel happier about life when you can sign up for more entertaining classes or activities.

Chances are good that you probably have a reputation for being a big-hearted person. One reason is your capacity for welcoming a wide array of people into your life, especially those whom others describe as different.

Because of your strengths, you probably set goals regarding the amount of recognition you give your coworkers. You aim to lavish them with compliments. Why? You want each person to feel valued and appreciated. Recipients of your abundant praise usually are eager to please you again. They often are willing to help whenever you ask.

WHY YOU SUCCEED USING POSITIVITY

You have an infectious energy and enthusiasm. As someone who offers genuine encouragement and an optimistic outlook on life, you have the power to make people feel better when you are around.

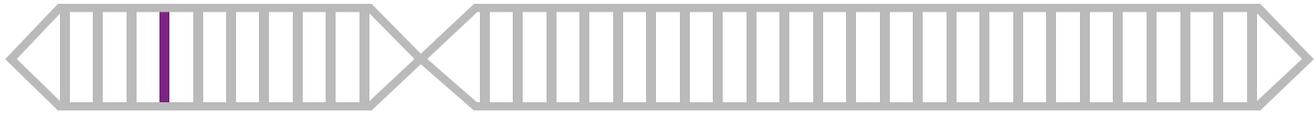
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Help others see the humor and positive side of life.

- Encourage others to keep their eyes on the positive by helping them see what's going well for them.
- Arm yourself with good stories, jokes and sayings to lighten the mood. Never underestimate the effect that you can have on others. Many people likely rely on your optimism to help them rise above their daily frustrations.
- Celebrate. Whether it's a holiday, an event or someone's success, be the one to plan the party. Turn small achievements into big events, or host regular celebrations that others can look forward to.
- Get involved in activities where you can inject drama, excitement and humor.
- Avoid negative people who bring you down. Instead, spend time with people who find the same humor in the world that you do. You will energize each other.

WATCH OUT FOR BLIND SPOTS

- Sometimes your optimism and generosity with praise might come off as superficial, naïve or insincere. Make sure your positivity and admiration are always genuine; you can do more damage with false praise than with criticism.
- Be careful not to point out the positive side of a bad situation before others have the chance to fully vent. Acknowledge that sometimes people are not ready to hear the bright side and just need you to listen.

**EXECUTING**

4. Responsibility®

HOW YOU CAN THRIVE

You take psychological ownership of what you say you will do. You are committed to stable values such as honesty and loyalty.

WHY YOUR RESPONSIBILITY IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

Instinctively, you might be especially aware of flattery and equate it with dishonesty. This partially explains why you are a bit cautious when giving feedback to individuals. Perhaps your integrity forces you to say what you mean and mean what you say. Some people may value your compliments. Why? Maybe they realize that any praise coming from you is hard-won and genuine.

By nature, you may be the person others count on to do the right thing. You try to make sure your job or assignments are done correctly. You typically conduct yourself in such a way that your ethics are above reproach.

Driven by your talents, you genuinely feel pleased with yourself and life in general when you do tasks correctly and behave in accordance with your core values.

It's very likely that you are open and honest about who you are, what you have done, what you can do, and what you cannot do. Your straightforward explanations and stories help listeners see you as you see yourself. You reveal your strengths and limitations. You are forthright and plainspoken. People generally seek your company and want to work with you. Many are impelled to move into action by your words and examples.

Because of your strengths, you are comfortable being open and honest about who you are. Often you intentionally avoid people who are less than truthful. You prefer to spend time with individuals who speak as candidly as you do about their strengths, shortcomings, hopes, disappointments, failures, or successes.

WHY YOU SUCCEED USING RESPONSIBILITY

You have a deep sense of dedication and feel ownership for your commitments. You are a person of your word, and others know they can rely on and trust you.

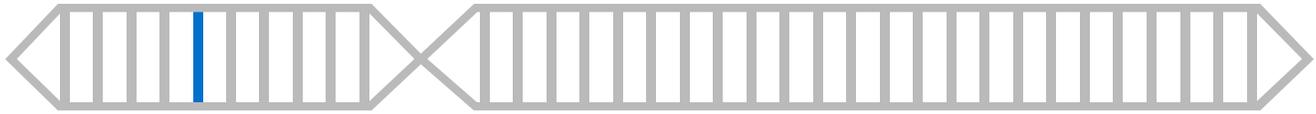
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Take ownership for the things that matter most to you.

- Always check your schedule and to-do list before taking on a new request. This will help you realistically meet all of your commitments without overworking yourself and demonstrate to others that you are serious about your responsibilities.
- Align yourself with those who share your sense of commitment. You will thrive when you are surrounded by others who take their responsibilities as seriously as you do.
- Be an ethical watchdog for your school, organization or community by taking action to eliminate and prevent any unethical behavior you see.
- Let your teacher or manager know that your natural sense of responsibility gives you an exceptional capacity to function independently.
- Be selective. Because you are instinctively responsible, it might be difficult for you to refuse requests from others. Sometimes you need to remind yourself to say no.

WATCH OUT FOR BLIND SPOTS

- Because you find it difficult to turn down others' requests, sometimes you overcommit. Try to manage your Responsibility talents by giving up something before you take on a new task.
- Too many obligations can keep you from spending time with the most important people in your life. Remember that sometimes, no is the best answer for the health of your relationships.

**RELATIONSHIP BUILDING**

5. Developer®

HOW YOU CAN THRIVE

You recognize and cultivate the potential in others. You spot the signs of each small improvement and derive satisfaction from evidence of progress.

WHY YOUR DEVELOPER IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

By nature, you can sometimes place the needs of others ahead of your own.

It's very likely that you occasionally inconvenience yourself to help someone else. Maybe the person's appreciation, smile, or words of thanks make you feel good about yourself and life in general. Perhaps you have a bit more energy for your own job or studies after you have done a good deed.

Driven by your talents, you may use your intuition to tune in to the emotions of your colleagues, coworkers, classmates, or teammates. Perhaps this ability permits you to pinpoint when and how to acknowledge a specific individual's splendid contributions or accomplishments.

Instinctively, you try to show others that you care. You believe that when you make people feel important, they will be more likely to cooperate with you.

Chances are good that you occasionally want to capture first place or be the champion. Perhaps you can read the moods of opponents. You may understand their reactions as they deal with victories, defeats, or ties.

WHY YOU SUCCEED USING DEVELOPER

You see the raw potential in people and even small signs of progress as you actively invest in their development. Your encouragement helps others learn, grow and improve.

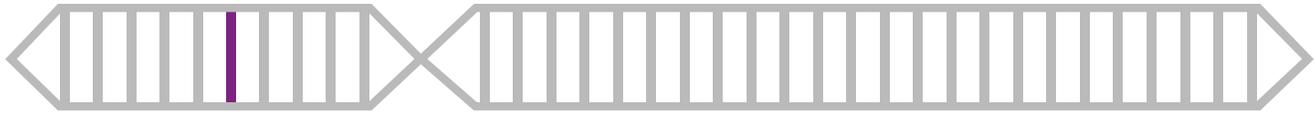
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Recognize and cultivate the potential in others.

- Make a list of people you would like to coach or mentor — people whose potential, signs of growth and strengths you have noticed. Offer to meet with them regularly, even if only for a few minutes, to discuss their goals and strengths.
- Call, text or email people who need your encouragement the most. Your natural ability to nurture and inspire might be just what they need to hear.
- Try not to spend all your time encouraging people who are consistently struggling in their role. Sometimes the best developmental action is to help them find a different role — one that fits.
- Find roles in which your primary responsibilities include developing others. Teaching, coaching or managing might be especially satisfying for you.
- Boost your friends' and coworkers' confidence. You will naturally notice when they learn and grow, so share your specific observations with them to help them keep making progress.

WATCH OUT FOR BLIND SPOTS

- You may become overinvested in someone's development and feel personally responsible if they are struggling. Accept that sometimes, the best option is for them to find their own path forward.
- Be careful not to devote so much time to other people that you forget to invest in your own development. Remember that you can't help others if you don't take time to work on yourself.

**EXECUTING**

6. Belief®

HOW YOU CAN THRIVE

You have certain core values that are unchanging. Out of these values emerges a defined purpose for your life.

WHY YOU SUCCEED USING BELIEF

Your core values guide you and give you purpose. You provide clarity, conviction and stability by living your values.

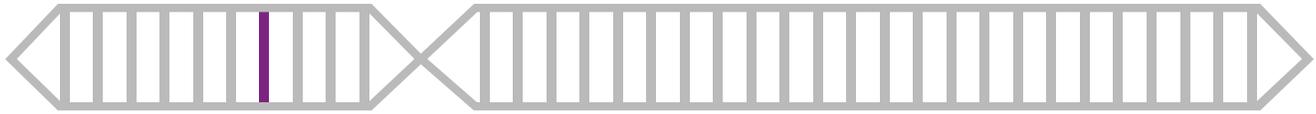
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Honor your values; they keep you on course during tough times.

- Keep reminders of your personal mission around. In difficult situations, these reminders will help you focus on your objective and the valuable contribution you make.
- Have courage in your ability to select projects to work on. Ask about their intended outcomes and target audiences. When possible, get involved in ideas and projects that match your values.
- Try to keep an appropriate balance between your work and personal life. Both areas will benefit when you dedicate enough time and attention to each.

WATCH OUT FOR BLIND SPOTS

- Because you are passionate about your own beliefs, others might view you as stubborn or set in your ways. Keep in mind that everyone has a unique worldview, and often, it will not be the same as yours.
- Be careful not to pass judgment on others' principles and motivations. Their values and belief systems deserve your respect, even when you don't agree with them.

**EXECUTING**

7. Arranger®

HOW YOU CAN THRIVE

You can organize, but you also have a flexibility that complements this ability. You like to determine how all of the pieces and resources can be arranged for maximum productivity.

WHY YOU SUCCEED USING ARRANGER

You have a natural ability to coordinate people and resources for maximum effectiveness.
Your creative flexibility in complex situations leads to greater efficiency.

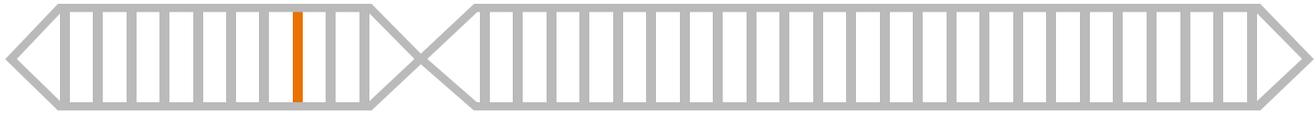
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Improve effectiveness and efficiency by reorganizing resources.

- Volunteer your talent to organize. You enjoy being part of a team, and you can keep a group project moving toward its goal when you make suggestions for improving your work environment.
- Look for opportunities where you can multitask. Because of your expertise at juggling schedules and people, you will enjoy managing all the moving parts.
- Explain to others that your flexibility doesn't mean your priorities are constantly changing. You are simply looking for better ways to implement them.

WATCH OUT FOR BLIND SPOTS

- Your tendency to continually reorganize tasks, projects and people might confuse others. Take time to explain your approach and how it can work better.
- People with dominant Arranger talents tend to claim responsibility for and take personal ownership of projects, processes and people. Be aware that when you assume control without asking, you might irritate others or discourage them from taking responsibility.

**INFLUENCING**

8. Activator®

HOW YOU CAN THRIVE

You can make things happen by turning thoughts into action. You want to do things now, rather than simply talk about them.

WHY YOU SUCCEED USING ACTIVATOR

You are a catalyst. You naturally know how to turn ideas into action, and you make things happen. Your energy can be contagious and engaging.

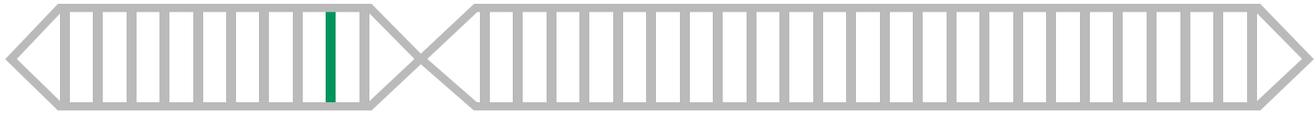
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Be the catalyst. When others are stuck, make a decision and get going.

- Record your insights or revelations when you have them so you can act on them later.
- Take responsibility for your intensity. Your drive to make things happen can be the push that people and groups need to move from discussion to action.
- Put yourself in situations where you can make things happen. Your energy and tempo will engage you and the people you work with.

WATCH OUT FOR BLIND SPOTS

- Sometimes you might charge ahead and act without a solid plan. Before making a major decision, think about challenging yourself to consider alternatives and weigh options first.
- The force of your urging people to take action might make them feel overwhelmed and pressured to act before they are comfortable. Remember that others may not feel that same urgency, and some people will need more time to think before they act.

**STRATEGIC THINKING**

9. Futuristic®

HOW YOU CAN THRIVE

You are inspired by the future and what could be. You energize others with your visions of the future.

WHY YOU SUCCEED USING FUTURISTIC

You are a visionary. Your powerful anticipation and detailed visualization of a better future can turn aspirations into reality. Your vision of tomorrow can inspire and push others to new heights.

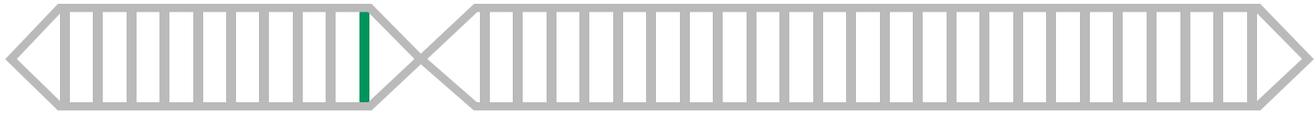
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Share your visions of a better future.

- Use as much detail as possible when you describe what you see on the horizon. Not everyone can naturally fill in the gaps between the present and future like you can.
- Choose roles that allow you to contribute your ideas about the future. For example, you might excel in entrepreneurial or startup situations.
- Help those who are struggling imagine their future. You naturally foresee a better tomorrow, and that motivates you to overlook today's pain and problems.

WATCH OUT FOR BLIND SPOTS

- Because you live in the future, you may find it difficult to enjoy the present moment. While it will always be important for you to have things to look forward to, don't overlook opportunities to experience and appreciate where you are now.
- Some people may dismiss your visions because they can't see the future like you do. Accept that you must address real issues today to get to a better tomorrow.

**STRATEGIC THINKING**

10. Strategic®

HOW YOU CAN THRIVE

You create alternative ways to proceed. Faced with any given scenario, you can quickly spot the relevant patterns and issues.

WHY YOU SUCCEED USING STRATEGIC

You quickly weigh alternative paths and determine the best one. Your natural ability to anticipate, play out different scenarios and plan ahead makes you an agile decision-maker.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

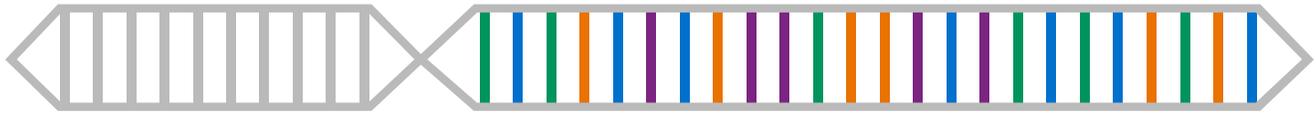
Always have at least three options in mind so you can adapt if circumstances change.

- Strengthen the groups you belong to by using your talent to discover the best path to success. Because you can do this quickly, it may look as if you are “winging it,” so explain yourself along the way to help others understand what you see.
- Schedule time each day to think about your goals and strategies. Time alone might be the best way for you to evaluate all your options and to find the right course of action for each goal.
- Trust your insights. Because you consider options so naturally and easily, you might not realize how you came up with a strategy. But because of your exceptional talents, it will likely be successful.

WATCH OUT FOR BLIND SPOTS

- When working with others, sometimes they may misinterpret your strong Strategic talents as criticism. Be mindful of what is already working well and what others have accomplished.
- Because you evaluate patterns and pathways so quickly, others might find it difficult to follow or understand your thought process. Be aware that sometimes, you might have to backtrack to explain how you got to where you are.

Navigate the Rest of Your CliftonStrengths®



- 11. Context
- 12. Relator
- 13. Analytical
- 14. Command
- 15. Connectedness
- 16. Focus
- 17. Harmony
- 18. Competition
- 19. Achiever
- 20. Discipline
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- 32. Learner
- 33. Woo
- 34. Includer

Your greatest opportunity to reach your full potential is developing and using your strongest CliftonStrengths. But it is also important to understand all 34 of your CliftonStrengths themes.

Your unique CliftonStrengths 34 profile

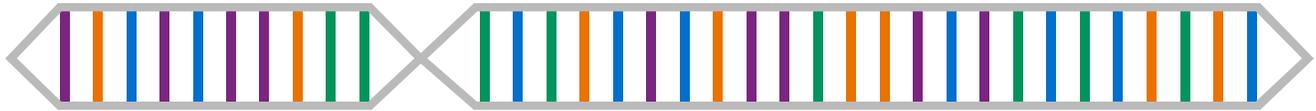
The themes toward the top of your CliftonStrengths 34 profile might show up regularly in your life, and the ones closer to the bottom might not show up at all.

To fully understand your talent DNA, consider how all your CliftonStrengths themes, separately or in combination, influence your work and personal life. In addition to concentrating on your top 10 themes:

- **Navigate the middle.** You might notice these CliftonStrengths themes in your behaviors from time to time. And you may need to rely on them in certain situations. Think of these themes as a support system you can use when you need to.
- **Manage the bottom.** Just as your top CliftonStrengths show you who you are, those at the bottom may tell you who you are not. They aren't necessarily weaknesses, but they are your least powerful themes. If you don't manage them properly, they could prevent you from maximizing your potential.
- **Identify weaknesses.** To determine if any themes are getting in your way, review the "What Is a Weakness?" section on the next page, and find out how to overcome potential obstacles to your success.

To learn more about your entire CliftonStrengths profile, see the "Your CliftonStrengths 34 Theme Sequence" section at the end of the report.

What Is a Weakness?



- 1. Consistency
- 2. Significance
- 3. Positivity
- 4. Responsibility
- 5. Developer
- 6. Belief
- 7. Arranger
- 8. Activator
- 9. Futuristic
- 10. Strategic
- 11. Context
- 12. Relator
- 13. Analytical
- 14. Command
- 15. Connectedness
- 16. Focus
- 17. Harmony
- 18. Competition
- 19. Achiever
- 20. Discipline
- 21. Ideation
- 22. Self-Assurance
- 23. Communication
- 24. Deliberative
- 25. Adaptability
- 26. Restorative
- 27. Intellection
- 28. Individualization
- 29. Input
- 30. Empathy
- 31. Maximizer
- 32. Learner
- 33. Woo
- 34. Includer

Focusing on your CliftonStrengths doesn't mean you can ignore your weaknesses.

Gallup defines a weakness as anything that gets in the way of your success.

While the CliftonStrengths assessment does not mathematically quantify weaknesses, you can use your profile to understand how *any* of your CliftonStrengths themes might prevent you from maximizing your potential.

Your strongest CliftonStrengths are your best opportunity for success. But in some situations and with some people, these same themes can hinder your effectiveness and become blind spots.

The themes at the bottom of your profile can also get in the way of your success. They aren't necessarily weaknesses, but they likely do not come naturally to you.

To identify potential weaknesses, ask yourself:

- Does this theme ever undermine my success?
- Have I ever received negative feedback related to this theme?
- Does my role require me to use this theme, but I feel drained when I do?

If you answered yes to any of these questions, you may be discovering areas of weakness. Don't ignore your weaknesses. Instead, focus on your strengths, and work to manage the areas that get in your way.

How do I manage my weaknesses?

- Claim them: Know your weaknesses and how they get in your way
- Collaborate: Ask partners for support
- Apply a strength: Use a different theme to achieve a better outcome
- Just do it: Lean in and do your best

Identify Your Unique Contribution: The CliftonStrengths® Domains

While your CliftonStrengths 34 profile helps you understand *who* you are, there is also power in knowing *how* you make things happen, influence others, build relationships and process information. The framework of the four CliftonStrengths domains — Executing, Influencing, Relationship Building and Strategic Thinking — is another way to think about your CliftonStrengths and how you contribute when you join, create or lead a team.

The best teams are made up of individuals who understand their own — and others' — unique contribution to the team. This awareness and appreciation empowers the team to be more cohesive, versatile, productive and engaged.

However, be careful not to let the four domains limit your thinking. If you don't have any top themes in a particular domain, don't worry. That doesn't mean you can't think strategically or build relationships, for example. Everyone accomplishes tasks, influences others, builds relationships and processes information. You just use your stronger themes in different domains to get to the same outcome.

The next page shows you how your unique CliftonStrengths profile sorts into the four domains. Knowing which domain you lead with can help you understand your most powerful contribution.

The CliftonStrengths Domains

EXECUTING

People with dominant Executing themes make things happen.

INFLUENCING

People with dominant Influencing themes take charge, speak up and make sure others are heard.

RELATIONSHIP BUILDING

People with dominant Relationship Building themes build strong relationships that hold a team together and make it greater than the sum of its parts.

STRATEGIC THINKING

People with dominant Strategic Thinking themes absorb and analyze information that informs better decisions.

You lead with **Executing** CliftonStrengths® themes.

You know how to “catch” an idea and make it a reality.



This chart shows the relative distribution of your unique CliftonStrengths 34 results across the four domains. These categories are a good starting point for you to examine where you have the most potential to perform with excellence and how you can best contribute to a team.

See chart below for more detail about your CliftonStrengths by domain.

Your CliftonStrengths by Domain

EXECUTING		INFLUENCING		RELATIONSHIP BUILDING		STRATEGIC THINKING	
19 Achiever	20 Discipline	8 Activator	31 Maximizer	25 Adaptability	34 Includer	13 Analytical	29 Input
7 Arranger	16 Focus	14 Command	22 Self-Assurance	15 Connectedness	28 Individualization	11 Context	27 Intellection
6 Belief	4 Responsibility	23 Communication	2 Significance	5 Developer	3 Positivity	9 Futuristic	32 Learner
1 Consistency	26 Restorative	18 Competition	33 Woo	30 Empathy	12 Relator	21 Ideation	10 Strategic
24 Deliberative				17 Harmony			

Take Action

Discovering your CliftonStrengths is only the beginning. Achieving excellence depends on your ability to develop and apply your CliftonStrengths and maximize your potential.

Now, take the next steps:

- **Share your CliftonStrengths with others.** Conversations with those closest to you can accelerate your CliftonStrengths development.
- **Find a Gallup-Certified Strengths Coach.** A coach can help you learn to productively apply your CliftonStrengths regardless of the situation.
- **Apply your strongest CliftonStrengths every day.** Read the suggestions in your report, and use the following statements to guide you.

HOW YOU CAN THRIVE WITH YOUR TOP CLIFTONSTRENGTHS

Consistency®

Create fair systems to establish and build trust.

Significance®

Look for opportunities to do important work where you can help others raise the bar.

Positivity®

Help others see the humor and positive side of life.

Responsibility®

Take ownership for the things that matter most to you.

Developer®

Recognize and cultivate the potential in others.

Belief®

Honor your values; they keep you on course during tough times.

Arranger®

Improve effectiveness and efficiency by reorganizing resources.

Activator®

Be the catalyst. When others are stuck, make a decision and get going.

Futuristic®

Share your visions of a better future.

Strategic®

Always have at least three options in mind so you can adapt if circumstances change.

Your CliftonStrengths® 34 Theme Sequence

1. Consistency®

EXECUTING

People exceptionally talented in the Consistency theme are keenly aware of the need to treat people the same. They crave stable routines and clear rules and procedures that everyone can follow.

2. Significance®

INFLUENCING

People exceptionally talented in the Significance theme want to make a big impact. They are independent and prioritize projects based on how much influence they will have on their organization or people around them.

3. Positivity®

RELATIONSHIP BUILDING

People exceptionally talented in the Positivity theme have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.

4. Responsibility®

EXECUTING

People exceptionally talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

5. Developer®

RELATIONSHIP BUILDING

People exceptionally talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from evidence of progress.

6. Belief®

EXECUTING

People exceptionally talented in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their lives.

7. Arranger®

EXECUTING

People exceptionally talented in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to determine how all of the pieces and resources can be arranged for maximum productivity.

8. Activator®

INFLUENCING

People exceptionally talented in the Activator theme can make things happen by turning thoughts into action. They want to do things now, rather than simply talk about them.

9. Futuristic®

STRATEGIC THINKING

People exceptionally talented in the Futuristic theme are inspired by the future and what could be. They energize others with their visions of the future.

10. Strategic®

STRATEGIC THINKING

People exceptionally talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

11. Context®

STRATEGIC THINKING

People exceptionally talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.

12. Relator®

RELATIONSHIP BUILDING

People exceptionally talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

13. Analytical®

STRATEGIC THINKING

People exceptionally talented in the Analytical theme search for reasons and causes. They have the ability to think about all of the factors that might affect a situation.

14. Command®

INFLUENCING

People exceptionally talented in the Command theme have presence. They can take control of a situation and make decisions.

15. Connectedness®

RELATIONSHIP BUILDING

People exceptionally talented in the Connectedness theme have faith in the links among all things. They believe there are few coincidences and that almost every event has meaning.

16. Focus®

EXECUTING

People exceptionally talented in the Focus theme can take a direction, follow through and make the corrections necessary to stay on track. They prioritize, then act.

17. Harmony®

RELATIONSHIP BUILDING

People exceptionally talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.

18. Competition®

INFLUENCING

People exceptionally talented in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.

19. Achiever®

EXECUTING

People exceptionally talented in the Achiever theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.

20. Discipline®

EXECUTING

People exceptionally talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.

21. Ideation®

STRATEGIC THINKING

People exceptionally talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

22. Self-Assurance®

INFLUENCING

People exceptionally talented in the Self-Assurance theme feel confident in their ability to take risks and manage their own lives. They have an inner compass that gives them certainty in their decisions.

23. Communication®

INFLUENCING

People exceptionally talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

24. Deliberative®

EXECUTING

People exceptionally talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate obstacles.

25. Adaptability®

RELATIONSHIP BUILDING

People exceptionally talented in the Adaptability theme prefer to go with the flow. They tend to be "now" people who take things as they come and discover the future one day at a time.

26. Restorative™

EXECUTING

People exceptionally talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

27. Intellection®

STRATEGIC THINKING

People exceptionally talented in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

28. Individualization®

RELATIONSHIP BUILDING

People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.

29. Input®

STRATEGIC THINKING

People exceptionally talented in the Input theme have a need to collect and archive. They may accumulate information, ideas, artifacts or even relationships.

30. Empathy®

RELATIONSHIP BUILDING

People exceptionally talented in the Empathy theme can sense other people's feelings by imagining themselves in others' lives or situations.

31. Maximizer®

INFLUENCING

People exceptionally talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.

32. Learner®

STRATEGIC THINKING

People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.

33. Woo®

INFLUENCING

People exceptionally talented in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with someone.

34. Includer®

RELATIONSHIP BUILDING

People exceptionally talented in the Includer theme accept others. They show awareness of those who feel left out and make an effort to include them.

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